

The Nyman Coaching Process

Consistent processes leading to tangible results

Initial Consultation

Client meets with The Nyman Group coach for an initial 2-hour consultation to explore the client's needs and desired outcomes. We identify or confirm a sponsor, specific assessment tools, and key stakeholders to interview.

Assessment

The Nyman Group conducts interviews with client's sponsor and key stakeholders (internal and/or external) to identify client's behavioral strengths and challenges. Stakeholders are then given feedback on group consensus.

Developmental Plan

Following this initial assessment, The Nyman Group consultant meets with the client and sponsor to collaboratively agree on a specific action plan and the frequency/duration of the coaching program.

Ongoing Coaching

Ongoing coaching follows the customized developmental action plan. Coaching sessions typically consist of 2-hour sessions at the Nyman offices or on-sight at client locations and vary based on the needs of our clients.

Periodic Reviews

Periodic reviews are scheduled with the client and sponsor to monitor progress and to modify the development plan as needed.

Program Conclusion and Debrief

As requested, the coach debriefs with the client and sponsor to review initial goals, progress made and course of action for the future, using matrixed outcomes in style, substance and executive progression goals.